

Central Intelligence Agency



Washington, D.C. 20505

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The Honorable Anthony C. Beilenson  
Chairman, Permanent Select  
Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

This is in response to your letter of May 24, 1989 regarding the Agency's Spousal Leave Sharing Program. I would like to discuss this matter further with you as I believe we can accommodate your concerns. I feel strongly, however, that the Agency should be given an extension of the Program for a year and wish to emphasize three major points for your consideration:

- The Federal Leave Sharing Act excludes leave sharing for normal maternity reasons, and thus does not address specific Agency concerns regarding maternity cases--especially those occurring in sensitive areas--e.g., overseas where child care is not reliable.

- It is imperative that we provide flexibility to our tandem couples to permit employees working on priority or sensitive projects to remain on duty while supporting the family and avoiding the distractions and threats of financial hardship.

- Thus far, we have experienced improved retention rates for Program participants, particularly among female employees.

In view of your point regarding the sharing of sick leave, we agree that the Program could be limited to sharing annual leave. I trust that this information alleviates the Committee's primary concern regarding the extension of the Program and look forward to discussing it with you further.

Sincerely yours,

/s/ William H. Webster

William H. Webster  
Director of Central Intelligence